

# Fact Sheet

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## *Rodel Principal Initiative*

**Goal:** With the shortage of potential principals looming, the Rodel Foundation of Arizona created the Rodel Principal Initiative to recognize the success of Arizona's most exceptional principals and to train the next generation of school leaders.

**Exemplary Principals:** In the search for Exemplary Principals, Rodel looks for principals from schools in high-need communities who have a history of high student achievement. After receiving nominations submitted by selected superintendents, Rodel's team of former principals and superintendents identifies semifinalists and visits their campuses. Through interviews and observations with the principal and staff, the team looks for evidence of high expectations and a focus on effective teaching and student management strategies. The principals selected as Rodel Exemplary Principals are those whose leadership inspires their staff to contribute to school-wide success and the development of a campus that is high achieving, safe, orderly and welcoming. Each will mentor three Rodel Aspiring Principals over the next two years and will receive an honorarium to recognize his or her achievement.

**Aspiring Principals:** Rodel recruits and selects educators who mirror the traits found in our Exemplary Principals for the opportunity to be mentored by the best school leaders. Much like the Exemplary Principals, Aspiring Principals are selected through an extensive application and interview process focusing on their potential to lead as well as recommendations from their principals and superintendents. Their current positions may range from classroom teacher to assistant principal, but each has a strong commitment to pursuing a leadership position at a high-need school. These Aspiring Principals work closely with the Rodel Exemplary Principals to gain insight and best practices on how to effectively lead high-need schools. Through this mentorship, they are slated to become tomorrow's exceptional school administrators.

**Mentoring Experience:** In this two-year program, Exemplary Principals provide Aspiring Principals with mentorship, training and ongoing communication that supports the link between effective school leadership and increased student achievement. Exemplary Principals work with Rodel staff to develop and deliver leadership seminars that supplement university degree programs. The seminars provide Aspiring Principals with practical strategies that focus on school environment, data analysis, high expectations, parental engagement and community involvement. In addition, each Exemplary Principal hosts Aspiring Principals on his/her campus several times during the two-year program providing shadowing experiences that include interaction with staff, students and parents. They observe first-hand the broad and significant impact a principal can have on the day-to-day lives of the students and staff in a high-need school.

**Results:** To date, 66 Exemplary Principals have been selected and are mentoring more than 150 Aspiring Principals. These Aspiring Principals are among the first to be considered for positions in administration in high-need districts. Many have received promotions since being selected for the program, and 58 Aspiring Principals have already become principals.

**Founding Partner:** Social Venture Partners Arizona

**Expansion Partners:** JPMorgan Chase Foundation, Carstens Family Funds, Cox Communications, Helios Education Foundation, Arizona State University, Northern Arizona University, Yuma County School Superintendent, Yuma Community Foundation